

THE PRUDENTIAL INSURANCE COMPANY OF AMERICA

(Insurance Company)

CERTIFIES that the individual named on the attached form ORD 100169 forming a part of this Certificate, is insured under Group Policy No. G-14800 (i) for Group Life Insurance from the Effective Date indicated on said form and (ii) for Monthly Income Accident and Sickness Insurance from the Commencement Date indicated for that Insurance on said form, subject to the provisions of the section "Individuals Insured" of the Certificate's Monthly Income Accident and Sickness Insurance provisions.

DEFINITIONS.- As used in this Certificate, the following terms will have the meanings set forth below: The term "Alternate Benefit Act" means Chapter 242 of the public laws of 1969 of the State of New Jersey including (a) all statutory modifications thereof or supplement thereto which became effective on or before January 1, 1970 and (b) each statutory modification thereof or supplement thereto which becomes effective after January 1, 1970 if the inclusion of such modification or supplement either (i) would not increase the Insurance Company's liability under the Group Policy or (ii) would increase the Insurance Company's liability under the Group Policy and the Insurance Company has consented to such increase in liability pursuant to the section "Conformity With Law".

The term "Alternate Benefit Program" means a program previously established, as revised by the Alternate Benefit Act, by the Board of Trustees of the New Jersey College of Medicine and Dentistry (now known as the College of Medicine and Dentistry of New Jersey) the Board of Governors of Rutgers, The State University of New Jersey, the Board of Trustees of the New Jersey Institute of Technology or the Board of Higher Education for certain employees of State and County Colleges.

All other terms use in this Certificate shall have the same meaning as such terms have under the Alternate Benefit Act unless the context clearly indicates to the contrary.

CONFORMITY WITH LAW.-The provisions of Group Policy No. G-14800 reflected in this Certificate are issued to provide the death benefits set forth in Section 10 and the disability benefits forth in Sections 18 and 19 of the Alternate Benefit Act. The benefits are provided in accordance with the rules, regulations and practices followed in the administration of the Alternate Benefit Act. The foregoing provisions of this section refer to the Alternate Benefit Act and said rules, regulations and practices, and interpretations thereof, as constituted on January 1, 1970. The provisions of the Group Policy shall be construed so as to provide coverage, both in extent and scope, as great but not greater than that contemplated by the Alternate Benefit Act and said rules, regulations and practices, and interpretations thereof, as so constituted on said date, but not to provide any coverage not contemplated thereby, except as provided in the next sentence. Any change in the Alternate Benefit Act or in said rules, regulations or practices or interpretations thereof, after said date, shall not increase the Insurance Company's liability under the Group Policy unless the Insurance Company has consented to such increase in writing.

This Certificate replaces any and all certificates previously issued to the individual with respect to the Group Coverage or Coverages summarized in this Certificate.

The provisions set forth above and on the succeeding pages of this Certificate constitute a summary of provisions contained in the Group Policy. All benefits are subject in every respect to the Group Policy, which alone constitutes the agreement under which payments are made.

THE PRUDENTIAL INSURANCE COMPANY OF AMERICA

GROUP LIFE TERM AND GROUP MONTHLY
INCOME ACCIDENT AND SICKNESS INSURANCE

In the event of retirement, termination of services, leave of absence, or absence for any other reason, contact the Division of Pensions immediately to determine your rights and obligation under the insurance program.

ORD 71299-1

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GROUP LIFE TERM INSURANCE

BENEFITS-If any individual dies while insured under the Group Life Insurance provisions of the Group Policy, the Insurance Company will, immediately upon receipt of due proof in writing of the death of the individual, pay the applicable benefit specified below in accordance with the provisions of the Group Policy. An individual may waive the amount of non-contributory insurance to which the individual is entitled in excess of \$50,000.

- (1) Death of an insured individual while in active service-The benefit shall be in amount equal to 3 1/2 times the individual's base annual salary.
- (2) Death of an insured individual after retirement-

The benefit shall be in an amount equal to 1/2 of the individual's base annual salary*; provided, however, that the benefit shall apply to the individual only if (a) at the time of retirement he has both attained age 60 and completed 10 years of credited New Jersey participation in an Alternate Benefit Program and (b) he was an actively employed participant in an Alternate Benefit Program in the year immediately preceding his receipt of the initial payment under the retirement annuity covering him pursuant to an Alternate Benefit Program.

*"Base annual salary" means the base salary upon which contributions by the individual and his employer to the Alternate Benefit Program are based during the last year of creditable service. However, in the event of death during the first year of participation in an Alternate Benefit Program as a result of an accident met in the actual performance of duty at some definite time and place, the death benefit shall be computed at the annual rate of base salary.

Anything provided in the Group Policy to the contrary notwithstanding, in the event that benefits payable upon the death of an individual following his retirement are determined as though he had not retired, the benefit otherwise payable under the Group Policy shall be reduced by the amount of any individual policy issued to him after his retirement pursuant to the section "Conversion Privilege" of the Group Policy.

BENEFICIARY.-The insurance payable under the Group Policy at the death of an insured individual will be payable to such person, if living, as the individual shall have nominated by a written designation duly executed and filed with the Insurance Company through the Division of Pensions, otherwise to the executors or administrators of the individual's estate.

The insured individual may, from time to time and without the consent of his Beneficiary, change the Beneficiary by satisfying the same conditions as provided above for nominating a Beneficiary. When a new designation takes effect, any interest of any previous Beneficiary shall thereupon cease.

If more than one Beneficiary is designated and in such designation the insured individual has failed to specify their respective interests, the Beneficiaries shall share equally. If any designated Beneficiary predeceases the insured individual, the interest of such Beneficiary shall terminate and shall be shared equally by such of the Beneficiaries as survive the insured individual, unless the insured individual has made written request to the contrary in his Beneficiary designation.

TERMINATION OF INDIVIDUAL INSURANCE.-All of an individual's group life insurance under the Group Policy will automatically terminate (a) if the provisions of the Group Policy affording such individual's insurance terminate, (b) if he ceases to be in active service or (c) at the time of his election to receive payments under the retirement annuity covering him pursuant to an Alternate Benefit Program. However, neither item (b) nor item (c) above shall operate to terminate an individual's insurance upon his retirement if such retirement occurs after his attainment of age 60 and after completion of 10 years of credited New Jersey participation in an Alternate Benefit Program and if the individual was an actively employed participant in an Alternate Benefit Program in the year immediately preceding his receipt of the initial payment under the retirement annuity covering him pursuant to such a program.

An individual on official leave of absence shall be deemed to be in active service for the purpose of the Group Life Insurance provisions of the Group Policy (a) for a period of no more than 2 years if satisfactory evidence is presented to the employer that such leave of absence with pay is due to illness, or (b) for a period of no more than one year if satisfactory evidence is presented to the employer that such leave of absence without pay is (i) due to maternity or (ii) to fulfill a residency requirement for an advanced degree, or (c) for a period of no more than 93 days if such leave of absence without pay is due to any other reason

In no event will an individual be considered on official leave of absence unless (i) such leave is formally approved by his employer prior to the time the leave commences and (ii) timely notice of such leave is filed by the employer with the Division of Pensions.

CONVERSION PRIVILEGE.-If any of an individual's group life insurance under the Group Policy terminates because he ceases to be in service or has retired, he will be entitled to convert all or part any of his insurance so terminating, without evidence of insurability, to an individual policy of life insurance, provided written application and the first premium payment are made to the Insurance Company within thirty-one days from the date of such termination. The individual life insurance policy may be upon any of the forms then customarily being issued by the Insurance Company, except terms insurance or any policy containing disability benefits, and the premium payable shall be based upon the Insurance Company's rate applicable to the class of risk to which the individual belongs and to the age attained on the effective date of the individual policy.

If the Group Life Insurance provisions of the Group Policy terminate, each individual whose group life insurance under the Group Policy thereby ceases and who has been continuously insured under the Group Policy (or under the Group Policy and any group life insurance coverage which the Group Policy replaces) for at least five years immediately preceding such termination will be entitled to convert his insurance under the Group Policy to an individual policy under the same conditions as would apply if his service then terminated, except that the amount of the individual policy may not exceed the lesser of (a) the amount of the individual's insurance under the Group Policy at the termination thereof, reduced by the amount of any life insurance for which he is or becomes eligible under any group policy issued or reinstated by the Insurance Company or any other insurance carrier within thirty-one days after such termination, and (b) \$2,000.00.

An individual policy issued under the provisions of this section shall take effect at the end of the thirty-one day period during which application for the policy may be made.

INSURANCE PROTECTION DURING CONVERSION PERIOD.-If an individual is entitled by the terms of the Group Policy to convert all or any part of his group life insurance under the Group Policy to an individual policy but dies within the thirty-one day period following termination of insurance during which application for the individual policy may be made, the amount of insurance which might otherwise have been converted will be paid as a claim under the Group Policy whether or not application for conversion has been made.

OPTIONAL MODES OF SETTLEMENT.-An insured individual may elect, by making written request to the Insurance Company through the Division of Pensions that if at the time of his death, he is in active service and less than age 70, the whole or any part of his group life insurance be made payable to the Beneficiary either as a life annuity or in equal annual installments over a period of years specified in such election.

If payment as a life annuity is elected, payment under said election will be computed on the basis of the interest rate and mortality assumptions which the Insurance Company customarily uses for such computations at the time the insured individual makes such election.

If payment in equal annual installments is elected, the amount of each installment will be computed so as to include interest at the effective rate of 2 3/4% per annum on the unpaid balance of the insurance. At the death of the Beneficiary, the value of any installments remaining unpaid, discounted to the date of death of the Beneficiary at the effective rate of 2 3/4% per annum

compound interest, will, unless otherwise requested by the insured individual during his lifetime and approved in writing by the Insurance Company, be paid without further accrual of interest in one sum to the estate of the Beneficiary. In no event shall installment benefit be available if the amount of each installment to be made would be less than \$20.00.

In either event, such additional interest, if any, as may be authorized from time to time by the Board of Directors of the Insurance Company will be payable annually to the Beneficiary.

The modes of settlement described above will not apply or be available when the Beneficiary is a corporation, partnership, association, institution, trustee, executor, administrator or any fiduciary.

A mode of settlement other than the mode specified above may be arranged during the lifetime of the insured individual for an amount of insurance otherwise payable in a single sum if written request is made therefore to the Insurance Company through the Division of Pensions and the insured individual and the Insurance Company mutually agree thereon. If, at the insured individual's death no mode of settlement has been elected for such an amount, the Beneficiary nominated by the insured individual and the Insurance Company may then mutually agree upon any mode of settlement for the benefit of such Beneficiary which is specified in the Group Policy or which would have been available to the insured individual immediately prior to his death in accordance with the preceding sentence.

An insured individual may alter from time to time during his lifetime any arrangement for settlement previously made, by making written request to the Insurance Company through the Division of Pensions, but any new arrangement will be subject to the foregoing provisions of this section. In the event of a change of Beneficiary, any previous arrangement by the insured individual shall be void.

MODIFICATION OF THE GROUP LIFE INSURANCE PROVISIONS

The meaning of "Form" for an individual life insurance contract which appears in the Conversion Privilege of the Group Life Term Insurance provisions shall be:

Form: any form of a life insurance contract that:

- (1) conforms to Title VII of the Civil Rights Act of 1964, as amended, having no distinction based on sex; and
- (2) is one that Prudential usually issues at the age and amount applied for.

This does not include term insurance or a contract with disability or supplementary benefits.

GRP 85582

THE PRUDENTIAL INSURANCE COMPANY OF AMERICA

GROUP MONTHLY INCOME ACCIDENT AND SICKNESS INSURANCE

INDIVIDUALS INSURED.-Each individual who is a participant in an Alternate Benefit Program shall be insured for the Group Monthly Income Accident and Sickness Insurance from the later of (i) the Commencement Date indicated for such insurance on form ORD 100169, forming part of this Certificate, or (ii) the date on which the individual has completed twelve months of continuous full-time employment in a position eligible for participation in the Alternate Benefit Program. In no event shall an individual age 60 or more on the date he would become insured in accordance with the preceding sentence be insured for the Group Monthly Income Accident and Sickness Insurance.

TOTAL DISABILITY.-An individual is totally disabled for the purposes of the Monthly Income Accident and Sickness Insurance provisions of the Group only while satisfying both of the following requirements:

- (1) Due to sickness or accidental bodily injury, he (a) is completely unable to perform any and every duty pertaining to his occupation and (b), after the first eighteen months of a period of disability, is completely unable to engage in any and every gainful occupation for which he is reasonably fitted by education, training or experience.
- (2) He is not engaged in any gainful occupation and is not confined in a penal institution or other house of correction as a result of conviction for a criminal or other public offense.

BENEFITS.

Benefit for Loss of Time During Total Disability.-If a period of total disability of an individual due to sickness or injury commences while he is insured under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy and if such total disability requires the regular care of a licensed physician, the Insurance Company will, subject to the provisions hereinafter stated, periodically pay the following benefits for each month (the applicable portion of such benefits for any period not constituting a full month) throughout which such total disability continues beyond the Elimination Period (see Benefit Definitions) but not for longer than the Maximum Benefit Duration (see Benefit Definitions)

The benefits referred to above are:

- (A) The Adjusted Benefit (see Benefit Definitions) This benefit will be paid to the insured individual.
- (B) An amount, not to exceed 5% of the individual's base monthly salary, equal to the amount of the individual's contribution to his retirement annuity contract or contracts and deducted from the individual's compensation by his employer pursuant to Section 8 of the Alternate Benefit Act.

This benefit will be paid by the Insurance Company to the insurer or insurers of the individual's retirement annuity contract or contracts.

No benefits are payable to an insured individual under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy for any period of disability or portion thereof, occurring while the individual is outside the area made up the United States of America (including its territories and possessions) and Canada whether or not the individual was outside such area when the disability commenced.

Recurrence of Total Disability.-If a period of total disability of an individual commences while he is insured under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy and after a prior period of total disability for any part of which benefits have been payable under said provisions, the subsequent period shall be considered a continuation of the prior period for the purposes of said provisions unless (i) such periods are separated by an interval during which the individual has performed all the important duties of his employment on a full-time basis for at least six consecutive months, or (ii) such periods are due to entirely unrelated causes and are separated by an interval during which the individual has performed all the important duties of his employment on a full-time basis.

Exclusions and Exceptions.-The insurance provided under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy does not cover disability caused or contributed to by (1) intentionally self-inflicted bodily injury or any attempt at suicide, whether the individual is sane or insane; or (2) war or any act of war (as used herein "war" means declared or undeclared war and includes resistance to armed aggression).

Rehabilitation Status.-If an individual receiving benefits for disability under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy makes advance written request, approved by the Policyholder, the Insurance Company may consider him on "rehabilitation status" for a limited duration not exceeding three months. The Insurance Company will determine, and notify the individual in writing of, the duration of any rehabilitation status.

In the same manner an individual's rehabilitation status may be extended or renewed by the Insurance Company from time to time, but not for more than three months at a time. In no event shall the aggregate duration of an individual's rehabilitation status exceed twelve months for all disability due to the same or related causes.

Effect of Rehabilitation Status.-An individual on rehabilitation status who engages in any gainful occupation shall not, by reason of engaging in such occupation, be considered as failing to satisfy the requirement for being totally disabled while the status continues. However, the Adjusted Benefit payable to the individual during the period of his rehabilitation status shall be only the excess, if any of (1) the Adjusted Benefit that would be payable under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy for that period had he not engaged in any gainful occupation over (2) 80% of his remuneration from gainful occupation during that period.

BENEFIT DEFINITIONS.

Elimination Period.-A duration of total disability extending for 26 consecutive weeks from the beginning of each period of total disability due to sickness or accidental injury'.

Maximum Benefit Duration.-Benefits to the individual's attainment of age 70 or, if earlier, the date from which he receives payments under the retirement annuity contract covering him pursuant to an Alternate Benefit Program.

Adjusted Benefit.-An amount equal to the excess of (i) 60% of the individual's base monthly salary over (ii) his Non-duplication Offset for that month; provided, however, that the amount so determined shall in no event be less than \$50.00

Non-duplication Offset.-The Non-duplication Offset used in determining the individual's Adjusted Benefit for a calendar month is the aggregate amount of benefits, payments or other compensation (adjusted to a monthly basis if not so payable) which are described in the applicable Offset Provisions below and which, for that month, he receives or would be entitled to receive upon timely pursuit of claim therefore.

Offset Provisions.-All of the following Offset Provisions apply to the individual except that, in determining his Adjusted Benefit for any calendar month, (F) does not apply if the month commences prior to his attainment of age 65 and (B) (2) and (D) do not apply if that month commences on or after his attainment of age 65.

- (A) Periodic benefits (including any commutation of, or substitute for, such benefits) for loss of time on account of disability due to sickness or injury arising out of employment with the State of New Jersey or other public employer, under or by reason of any workers' compensation law, occupational disease law, or similar legislation, or the maritime doctrine of maintenance, wages and cure.
- (B) Periodic benefits, for loss of time on account of disability, under or by reason of-
 - (1) any insurance or any health or welfare plan or other employee benefit plan where the State of New Jersey or other public employer, directly or indirectly, has paid all or any portion of the cost or made payroll deductions;
 - (2) the United States Social Security Act as amended from time to time, including benefits there under with respect to dependents of the individual but, for any period of disability, not including any increase in benefits effective under said Act as a result of amendment thereof after benefits become payable under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy for that period of disability.

- (3) any State, Provincial or other Federal law of the United State or Canada, other than any law providing benefits or payments on account of military service.
- (C) Any full or partial wage or salary payments or the payments to the individual by his employer.
- (D) Periodic benefits, in the nature of early retirement benefits, under or by reason of any insurance, annuity or pension contract, or any welfare plan or other employee benefit plan, where the State of New Jersey or other public employer, directly or indirectly, has paid all or any portion of the cost or made payroll deductions. However, any such benefits available at the individual's election, whether or not he is disabled, are included under this (D) only if so elected.
- (E) Periodic benefits under the United States Social Security Act as amended from time to time, for any month after the individual's attainment of age 62, including such benefits with respect to his dependents. However, this (E) does not include-
 - (1) Benefits for any month prior to his attainment of age 65, unless he elects to receive benefits for that month.
 - (2) For any period of disability, any increase in benefits effective under said Act as a result of amendment thereof after benefits become payable under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy for that period of disability.
- (F) Periodic benefits in the nature of retirement benefits, to the extent not included in any other applicable provisions hereof, under or by reason of any insurance, annuity or pension contract, or any welfare plan or other employee benefit plan, where the State of New Jersey or other public employer, at any time, directly or indirectly, has paid all or any portion of the cost or made payroll deductions.

TERMINATION OF INDIVIDUAL INSURANCE.

All of an individual's insurance under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy shall automatically terminate (a) if the provisions of the Group Policy affording the insurance terminate, or (b) if he ceases to be in active service, or (c) if his insurance under the Group Life Insurance provisions of the Group Policy terminates or (d) upon the earlier of (i) his attainment of age 60 and (ii) the date from which he receives payments under the retirement annuity covering him pursuant to an Alternate Benefit Program.

An individual on official leave of absence without pay shall be deemed to be in active service for a period of no more than six months if satisfactory evidence is presented to the Divisions of Pensions that such leave of absence without pay is due to illness and that the individual was not engaged in any gainful occupation during such period of leave of absence without pay.

CLAIMS.

Written notice of claim must be given to the Insurance Company within thirty days after the commencement of any loss covered by the Monthly Income Accident and Sickness Insurance provisions of the Group Policy or as soon thereafter as is reasonably possible. Notice given by or on behalf of the individual to the Insurance Company, at any of its Home or Head Offices, or to an authorized agent of the Insurance Company, with information sufficient to identify the individual shall be deemed notice to the Insurance Company. The Insurance Company, upon receipt of a notice of claim, will furnish to the claimant such forms as are usually furnished by it for filing proofs of loss. If such forms are not furnished within fifteen days after the giving of such notice, the claimant shall be deemed to have complied with the requirements of the Monthly Income Accident and Sickness Insurance provisions of the Group Policy as to proof of loss upon submitting, within the time fixed in the Monthly Income Accident and Sickness Insurance provisions of the Group Policy for filing proofs of loss, written proof covering the occurrence, the character and extent of the loss for which claim is made.

Written proof of loss covered by the Monthly Income Accident and Sickness Insurance provisions of the Group Policy must be furnished to the Insurance Company at one of its said offices within ninety days after termination of the month or lesser period for which the Insurance Company is liable. Failure to furnish such proof within the time required shall not invalidate nor reduce any claim if it was not reasonably possible to give proof within such time, provided such proof is furnished as soon as reasonably possible.

The Insurance Company at its own expense shall have the right and opportunity to examine any individual as to whose sickness or injury a claim is made when and as often as it may reasonably require during the pendency of such claim.

Subject to due written proof of loss, accrued Adjusted Benefits under the Monthly Income Accident and Sickness Insurance provisions of the Group Policy will be paid to the individual monthly and any balance remaining unpaid upon termination of liability will be paid to the individual immediately upon receipt of due written proof.

No action at law or in equity shall be brought on the Group Policy with respect to the Monthly Income Accident and Sickness Insurance prior to the expiration of sixty days after written proof of loss has been furnished in accordance with the requirements of the Monthly Income Accident and Sickness Insurance provisions of the Group Policy pertaining thereto. No such action shall be brought after the expiration of three years after the time written proof of loss is required to be furnished.

NO ASSIGNMENT-CLAIMS OF CREDITORS.-An insured individual's insurance under the Group Policy and any benefits arising from the insurance shall be non-assignable (voluntarily or by operation of law) and shall not be subject to levy, execution, attachment or other process for the satisfaction of debts, but nothing in the foregoing shall abridge any rights granted by the Alternate Benefit Act.